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them is that they require so much time that they are interdicted for many of us.

To obtain success in our profession, as in all others, requires strict attention to our work through days of depression and of weariness and through days of strength and courage, but the power of application is limited, and unless by due mental and physical relaxation we keep ourselves in good condition, our unstrung nerves will refuse to do our bidding, become our rulers instead of our obedient servants, and we shall fail to do the work which our schools and the community have a right to expect of us.

THE STRUCTURAL ELEMENTS OF AN ALUMNÆ ASSOCIATION

By CLARA D. NOYES

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TO THE minds of many unacquainted with the procedure, the organization of an *alumnæ* association seems a stupendous undertaking. Yet the structural elements are really of the simplest character. "How shall we start?" "How proceed?" are the questions constantly asked by nurses who have been awakened to the necessity of organization, perhaps through the pages of *THE AMERICAN JOURNAL OF NURSING*.

The first element: A ruling spirit or spirits; someone to suggest, to push the matter along when once started, inspire confidence, and arouse interest and enthusiasm.

The second element: A willingness on the part of sister nurses to unite and be led on to a successful issue.

We sometimes hear the remark: "Our school is small; our graduates few. We are scattered. Our efforts will not be successful."

Even though the school be small, there should be an *alumnæ* association. The graduates from a small school, lacking the opportunities afforded by a larger hospital, need an *alumnæ* for the sake of the course of study or lectures it will probably arrange; the use of the registry; the various forms of work it may inaugurate, such as visiting or district nursing. A code of ethics will probably be adopted whereby a nurse is inspired to higher ideals.

The privilege of joining the Associated *Alumnæ* of the United States if her school meet the requirements or an associate membership may be granted, giving her the opportunity of attending its meetings and listening to papers and discussions by the best women in the nursing world. These are some of the advantages to be obtained by organization.

The social side should also be encouraged and the fraternal element well nourished. Therefore, given the desire to organize on the part of one or more graduate nurses, investigate the attitude of sister nurses towards the subject whenever the opportunity presents. You will probably find the nurse "to whom the subject does not especially appeal." The "Doubting Thomas" will also be encountered, and the nurse who cannot see "what advantage it will be to her."

Do not become discouraged. They can all be made finally to feel that it is of the greatest advantage to join by tactful management. An afternoon tea works wonders in these "special cases." Allow nothing to daunt you. Make your meetings interesting and enthusiastic, and your efforts will eventually be crowned with success.

Ask some one (preferably the superintendent of your Training-School, although she may not be a graduate from the school) to call a meeting of all nurses accessible at some central place of meeting. She above all should give you the greatest assistance and encouragement.

Naturally, she should preside at the first meeting, welcoming the nurses, explaining the reasons for the meeting, the necessity for organization, union, and strength, and the advantages to be derived individually and as a whole.

Individuals should be called upon to express their views, and every measure used to encourage the backward and diffident ones to speak. Make each one feel that she is indispensable to the success of the organization.

Call upon the meeting to make nominations for a committee to investigate the associations connected with other schools. A day must be fixed for the next meeting, when the committee must be prepared to report; or, better still, let the "ruling spirit" alluded to above have ready at the first meeting constitutions and by-laws, annual reports, codes of ethics, etc., from some of the best conducted alumnae associations. From these a new constitution might be elaborated to suit your own particular needs.

Permanent officers and committees must be elected and the date and hour for meeting definitely fixed. It will be found wise to encourage monthly meetings at first to keep up the interest, and much stress must be laid upon the importance of attending regularly and influencing new members to join. The secretary should send notices to each member several days preceding the day of meeting: do not trust to the nurses remembering the date.

It will take several meetings and considerable thought and study to organize properly. If you are so fortunate as to elect for your president a woman who is business-like, prompt, and able to keep the meeting

in order, at the same time to encourage the shy members to an open expression, just so much more success will attend your efforts. For the correct methods of conducting your meetings some knowledge of parliamentary law is indispensable, and this can be gained through studying manuals on the subject.

The writer claims little knowledge in such matters. To be able to hold property, you will need to be incorporated and procure a charter. In such case your constitution and by-laws will need to be very carefully constructed, and for a small consideration, possibly (as most business men will do much for nurses), you will be able to secure a lawyer who will take the whole matter in hand and carry it through for you.

Within the last four years the writer has been given the opportunity to suggest the formation of two *alumnæ* associations. The above general rules were the ones used. In the first association organized, the Training-School claims the honor of being the oldest in America. Many able women are among its graduates. These have scattered to all parts of the world. Some have left a lasting impression upon civilization and progression, and have carried the work of organization elsewhere, but many have settled near the hospital. In response to a call in the winter of 1898 seven or eight of these nurses assembled, and from that small beginning much has developed. The number of members reaches nearly one hundred. A charter has been procured. A well-conducted registry with thirty-five nurses on the list is another feature. The society has also been admitted as an associate member of the Associated *Alumnæ*, and many schemes are under discussion for advancement. I mention this to show what may be done under like circumstances. In the second illustration, believing that what had been accomplished in one case could be in another, I decided hastily when the opportunity presented itself, about six months after the assumption of the responsibilities of the present hospital and Training-School. The hospital had been discussing the organization of a registry for some time, and after deciding the question the nurses were asked to assemble at the hospital and discuss the rules and regulations governing the same. Fourteen graduate nurses responded. Here was a golden opportunity. The rules were read and discussed, and all the nurses were in favor of the registry. They were asked to listen to another matter, and the subject was introduced and thoroughly discussed. The result was instant action, and at the present moment, three months later, they number twenty members, are well organized, and are in a thriving condition. The registry will eventually be turned over to the association for management, and a committee has been appointed to arrange some special course of study and entertainment.

These very brief and incomplete suggestions are given with the hope that some sister nurse struggling with the problem that has confronted so many of us may have her way made easier by hearing of the experiences of another.

MILK AS FOOD

EXTRACTS FROM FARMERS' BULLETIN 74

COMPILED BY IDA R. PALMER

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A QUART of milk contains about the same amount of nutriment as three-quarters of a pound of beef, namely, about four ounces.

Milk contains all of the ingredients needed for nourishment; that is, it furnishes the materials which build up the body and keep it in repair, and also those which supply it with fuel to keep it warm and to furnish the animal machine with the power needed to do its work.

When milk is used for food the casein and allied compounds serve the body for building and repair, and are also used for fuel. The fat and sugar are the chief fuel ingredients. The mineral compounds aid in forming tissue, and have other uses as well, but they are needed only in small quantities.

The value of milk for nourishment is not as well understood as it should be. Many people think of it as a beverage, rather than a food.

The chief bulk of milk is made up of water, varying from ninety per cent. in a very poor product to eighty-four per cent. in an unusually rich milk.

The principal nitrogenous compound of milk is casein. Casein contains both phosphorus and sulphur. Besides the casein there is a certain amount of albumin present, called lact-albumin, or albumin of milk. This is more or less similar to the albumin which occurs in blood and in white of egg.

There are other nitrogenous substances occurring in milk, but in insignificant quantities.

The fat of milk is the source of butter and enters largely into the composition of cheese.

Milk sugar is similar in chemical composition to cane sugar, but is not nearly as sweet.

Human milk is richer in sugar and poorer in protein than cow's milk, but the fuel value is about the same.